



Department of
Veterans Affairs

Office of Human Resources and Administration
Worklife and Benefits Service (058)

Fact Sheet – SICK LEAVE (Title 38 Employees)

- Purpose:**
- For personal needs when the employee is incapacitated for duty by physical or mental illness, pregnancy or childbirth
 - For family care and bereavement*
 - To care for a family member with a serious health condition*
 - For adoption purposes

*subject to regulatory limits

- Eligible Employees:**
- Full or part-time work schedules
 - Appointment expected to last 90 days or more or have been continuously employed for at least 90 days under one or more appointments

Earning Rates:

- | | |
|---|--|
| • Full-time Physicians, Dentists, Podiatrists, Chiropractors and Optometrists | 15 calendar days earned each leave year |
| • Full-time Nurses, Nurse Anesthetists, Physicians Assistant and Expanded-Function Dental Auxiliaries | 4 hours earned each pay period |
| • Part-time Title 38 employees earned for each | 1 hour of sick leave
20 hours in a pay status |

Sick Leave Ceiling: There is no limitation on the amount of sick leave that an employee may carry forward at the end of the leave year.

Advanced Sick Leave:

- Full-time Physicians, Dentists, Podiatrists, Optometrists and Chiropractors may be granted up to 45 calendar days.
- Full-time Nurses, Nurse Anesthetists, Physician Assistants and Expanded-Function Dental Auxiliaries may be advanced sick leave not to exceed 312 hours.
- Part-time Title 38 employees may be advanced sick leave based on the ratio which their employment bears to full time employment.
- Additionally, advanced sick leave may not exceed the amount which an employee can accrue during the remainder of any time-limited appointment.

References:

38 U.S.C. Chapters 73 and 74 (full-time employees)
5 U.S.C. Chapter 63 (part-time employees)
VA Handbook 5011, Part III, Chapter 3

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